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1990

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Labor

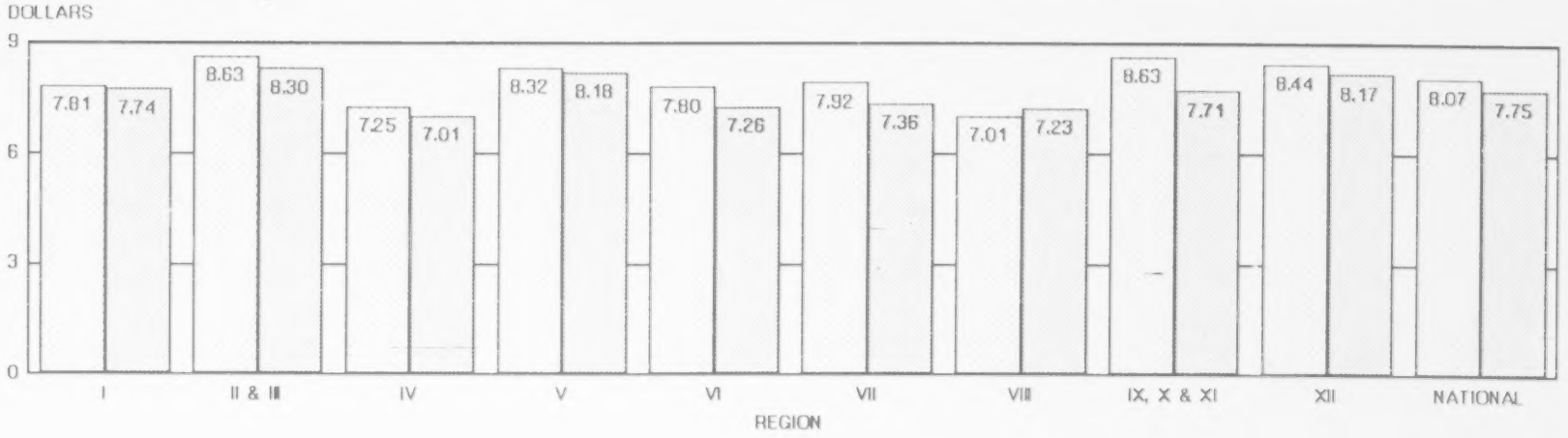
Survey No. 52

Plastic Processing Companies

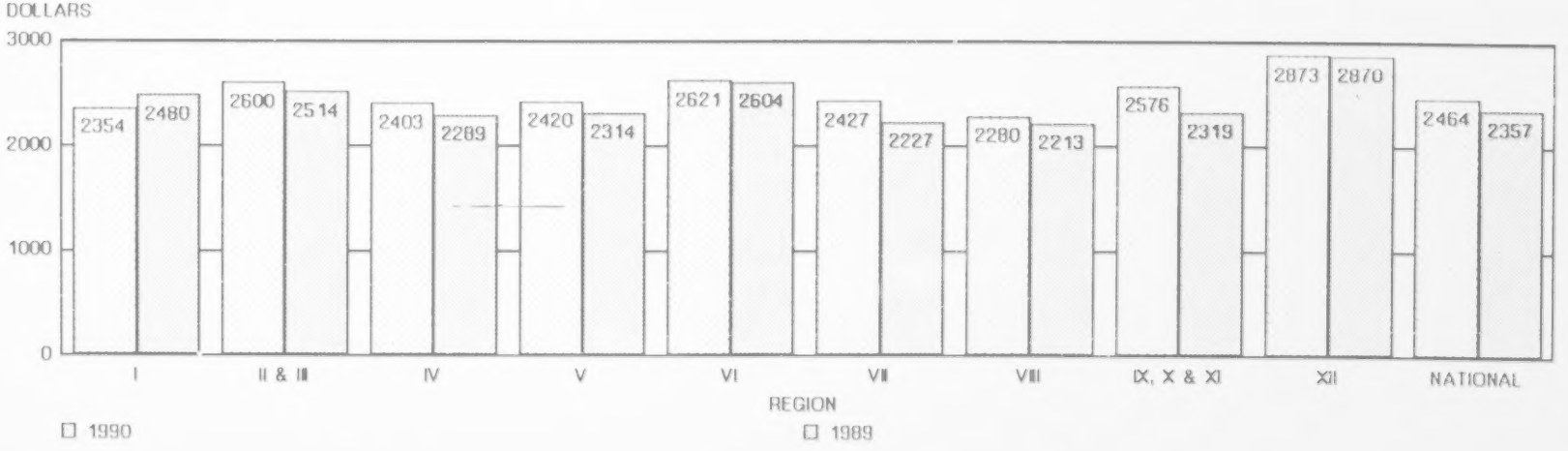
Sponsored by the Financial Management Committee of:

The Society of the Plastics Industry, Inc.

WEIGHTED AVERAGE HOURLY RATE FOR ALL HOURLY POSITIONS



WEIGHTED AVERAGE MONTHLY BASE SALARY FOR ALL SUPERVISORS



1990 LABOR SURVEY

SURVEY NO. 52 – 1990
PLASTICS PROCESSING COMPANIES

Sponsored by the Financial Management Committee
The Society of the Plastics Industry, Inc.

Compiled by Ernst & Young, Washington, D.C.
Association Services Group

ABOUT THE FINANCIAL MANAGEMENT COMMITTEE...

The Financial Management Committee is comprised of executives from over seventy plastics processing firms located throughout the United States. Each representative has a background in finance, management, and manufacturing. The group meets regularly during the year to discuss industry problems and monitor the various survey programs.

At present, the Committee conducts annual and biennial surveys among the Society's plastics processing companies. They regularly sponsor a Financial and Operating Ratios Survey, a Salary and Sales Policy Survey, a Labor Survey, and an Employee Benefits Survey.

For more information on how to become an active member of this important Committee, contact Ms. Diana Wright, Staff Director, Financial Management Committee, The Society of the Plastics Industry, Inc., 1275 K Street, NW, Suite 400, Washington, DC 20005.

HOW TO ORDER

All orders for the Labor Survey No. 52, (1990) should be directed to The Society of the Plastics Industry, Inc., P.O. Box 753, Waldorf, MD 20604. Checks made payable to SPI must accompany all orders. The price is $75 per copy for SPI members and $200 for non-members. For Visa and Mastercard orders only you may call toll free 1-800-541-0736.

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OVERVIEW

The fifty-second Labor Survey reports data from 242 SPI member companies representing 286 plants. The report provides an industry basis for individual companies to compare their compensation practices to all companies as well as firms in the same geographic region.

Plant responses are broken down into 13 geographic regions. A listing of regions by state and/or geographic area is provided on page 2. Please note that Region VI has been changed this year to include all of Illinois. The survey results include data for both 1989 and 1990. Also included are percentages on a national basis for bonus, overtime, and other company policy data.

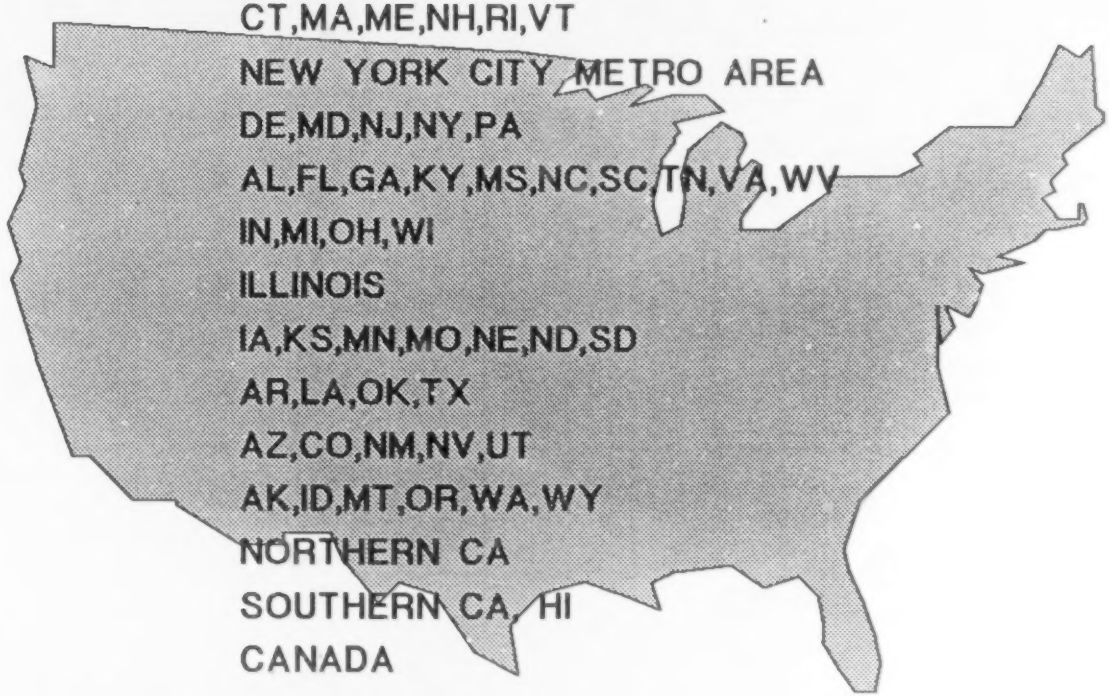
Methodology For Calculating Industry Hourly Rate and Salary Figures

Weighted averages were calculated for each position regionally and nationally. Due to a limited number of responses some regions were combined to obtain relevant data.

Midpoints of each hourly rate or salary range contained on the Labor Survey Questionnaire were determined and used in all calculations. The rates or salaries reported for each position were weighted by the number of employees reported at each rate or salary range.

NUMBER OF RESPONDING PLANTS BY SURVEY REGION

REGION	STATES OR AREA	PLANTS
I	CT,MA,ME,NH,RI,VT	13
II	NEW YORK CITY METRO AREA	5
III	DE,MD,NJ,NY,PA	33
IV	AL,FL,GA,KY,MS,NC,SC,TN,VA,WV	43
V	IN,MI,OH,WI	78
VI	ILLINOIS	16
VII	IA,KS,MN,MO,NE,ND,SD	24
VIII	AR,LA,OK,TX	20
IX	AZ,CO,NM,NV,UT	5
X	AK,ID,MT,OR,WA,WY	15
XI	NORTHERN CA	9
XII	SOUTHERN CA, HI	23
XIII	CANADA	2
TOTAL		286



PLANT OPERATIONS BY PROCESS TYPE

REGION	Number of Plants	PROCESS TYPE*													
		Blow Molding	Compress. /Transfer Molding	Calend-ering	Casting	Coating	Extrusion	Fabri-cating	Injection Molding	Lami-nating	Reaction Injection Molding	Reinforced	Rotational Molding	Thermo-forming	Other
I	13		1				2	1	8					1	2
II	5								1			2	1	1	1
III	33	1	5	1		1	10	6	9	5		4		2	3
IV	43	3	2		1	2	9	2	14	2		3		5	6
V	78	3	17	1	1	1	15	3	46	1	2	5	2	11	8
VI	16	2	2				2		8					2	2
VII	24	1	3				7	1	11					2	6
VIII	20	1	4	1		1	5	3	10	1		2	1	2	7
IX	5						1		1			1		1	2
X	15				1		1	5	9	2		1		2	2
XI	9							2	4	1				2	3
XII	23		3			1	2	4	10	2		2		5	9
XIII	2				1		1								
NATIONAL**	284	11	37	3	3	6	54	27	131	14	2	20	4	36	51
PERCENT		3.9%	13.0%	1.1%	1.1%	2.1%	19.0%	9.5%	46.1%	4.9%	0.7%	7.0%	1.4%	12.7%	18.0%
1989	250	11	29	2	3	3	53	25	114	13	2	26	0	35	19
PERCENT		4.4%	11.6%	0.8%	1.2%	1.2%	21.2%	10.0%	45.6%	5.2%	0.8%	10.4%	0.0%	14.0%	7.6%

* Due to multiple processes per plant, total may not agree with total number of plants.

** Does not include Region XIII.

PLANT STATISTICS

REGION	Number of Plants	Total Employees	PLANT SIZE BY NUMBER OF EMPLOYEES							HOURS OF PLANT OPERATION PER WEEK		
			1-49	50-99	100-199	200-299	300-399	400-499	500 & Over	Lower Quartile	Median	Upper Quartile
I	13	928	5	4	4					65	120	120
II	5	466	2	1	1	1				42	85	132
III	33	3,049	16	5	8	3	1			45	120	160
IV	43	5,142	14	13	7	6		1	2	45	120	156
V	78	11,454	18	24	18	9	4	1	4	68	120	120
VI	16	1,312	8	6	1				1	42	120	136
VII	24	2,222	10	7	4	3				116	120	168
VIII	20	1,968	8	2	7	3				45	120	168
IX	5	130	5							60	80	132
X	15	1,013	8	3	4					65	120	120
XI	9	492	6	2		1				40	62	125
XII	23	1,578	13	3	6	1				43	120	120
XIII	2	82	1	1						D	104	D
NATIONAL**	284	29,754	113	70	60	27	5	2	7	50	120	132
PERCENT			39.8%	24.6%	21.1%	9.5%	1.8%	0.7%	2.5%			
1989 ***	253	25,548	121	58	42	18	3	4	7	36	103	168
PERCENT			47.8%	22.9%	16.6%	7.1%	1.2%	1.6%	2.8%			

D – Insufficient data; minimum of 5 reporting companies required for quartiles.

** Does not include Region XIII.

*** 1989 figures for "Hours of Plant Operation" are the low, average and high.

CHRISTMAS OR OTHER BONUS STATISTICS – HOURLY EMPLOYEES

REGION	BONUS PAID			BASIS FOR BONUS PAYMENT*						
	Yes	No	N/R	Percent of Earnings	Length of Service	Company/ Plant Profits	Management Judgement	Fixed Amount	Other	N/R
I	9	4		3	1	3	1	1	1	
II	1	4							1	
III	13	20		2	5	3	5		1	
IV	22	21		3	1	8	6	5	4	
V	42	36		4	12	12	2	11	11	
VI	6	10			1	1	2	2		
VII	14	10		2	3	5	3	4	3	
VIII	10	10		2	1	2	2	5	1	
IX	2	3			1	1				
X	12	3		4	5	5	4	2		
XI	5	4			3	2	1	1		
XII	13	10		1	1	2	8	1	3	
XIII	2	0					1	1		
NATIONAL**	149	135		21	34	44	34	32	25	
PERCENT	52.5%	47.5%		14.1%	22.8%	29.5%	22.8%	21.5%	16.8%	
1989	123	130	1	31	31	30	25	21	11	
PERCENT	48.6%	51.4%	--	25.2%	25.2%	24.4%	20.3%	17.1%	8.9%	

* Due to multiple responses per plant, total may not agree with number of "yes" responses.

N/R - No Response.

** Does not include Region XIII.

CHRISTMAS OR OTHER BONUS STATISTICS – HOURLY EMPLOYEES (CONT'D)

REGION	BASIS FOR FIXED AMOUNT BONUS *						
	Under 1 Week's Earnings	1 Week's Earnings	1 1/2 Weeks' Earnings	2 Weeks' Earnings	Gift	Other	N/R
I					1		
II							
III							
IV	3	2					
V	6	1			3		1
VI	1					1	
VII	2			1	1	1	
VIII	2	1			1		1
IX							
X	1				1		
XI	1						
XII					1		
XIII					1		
NATIONAL**	16	4	0	1	8	2	2
PERCENT	50.0%	12.5%	0.0%	3.1%	25.0%	6.3%	6.3%
1989	5	6	0	0	18	3	0
PERCENT	15.6%	18.8%	0.0%	0.0%	56.3%	9.4%	0.0%

* Due to multiple responses per plant, total may not agree with number of "Fixed Amount" responses. N/R - No Response.

** Does not include Region XIII.

CHRISTMAS OR OTHER BONUS STATISTICS – SALARIED FIRST LINE SUPERVISORS

REGION	BONUS PAID			BASIS FOR BONUS PAYMENT*							
	Yes	No	N/R	Percent of Earnings	Length of Service	Company/ Plant Profits	Employee Performance/ Merit	Executive Judgement	Fixed Amount	Other	N/R
I	11	2		3	1	2	3	1		3	
II	2	3						1		1	
III	14	19		3	1	6	1	5	1		
IV	26	16	1	5	3	12	1	3	3	3	
V	54	24		7	6	22	8	14	4	5	1
VI	8	8			1	2	1	3	1	1	
VII	15	9		4	2	8	3	5	2	3	
VIII	9	9	2	1	1	2	2	4	2		
IX	3	2				2		1			
X	10	3	2	3	3	3	1	5		1	
XI	5	3	1			4	1		1		
XII	12	11		1	1	1	3	8	1	1	
XIII	2				1	1	2				
NATIONAL**	169	109	6	27	19	64	24	50	15	18	1
PERCENT	60.8%	39.2%	--	16.0%	11.2%	37.9%	14.2%	29.6%	8.9%	10.7%	--
1989	141	111	2	33	23	39	22	42	20	1	1
PERCENT	56.0%	44.0%	--	23.4%	16.3%	27.7%	15.6%	29.8%	14.2%	0.7%	--

* Due to multiple responses per plant, total may not agree with number of "yes" responses.

N/R - No Response.

** Does not include Region XIII.

OVERTIME STATISTICS – SHIFT SUPERVISORS

REGION	OVERTIME PAID			BASIS FOR OVERTIME PAYMENT *							
	Yes	No	N/R	Over 8 Hours a Day	Over 10 Hours a Day	Over 40 Hours a Week	Over 45 Hours a Week	Over 8 Hrs. a Day/40 Hrs. a Week	Saturday and/ or Sunday/ Holidays	Other	N/R
I	10	3		2		6	2				
II	3	2						1	1		1
III	25	8		3	1	9	4	6	5	5	1
IV	27	16		1		11	3	2	3	7	
V	55	23		17		27	4	4	19	3	
VI	11	5		2		6		1	1	3	
VII	14	10		2		7	1	1	1	2	1
VIII	10	10		1		6	1	1	1	1	
IX	2	3				1			1		
X	11	4				8		3			
XI	6	2	1	3	1	2	1	1			
XII	19	4		7		6		8			
XIII	2					1				1	
NATIONAL**	193	90	1	38	2	89	16	28	32	21	3
PERCENT	68.2%	31.8%	--	19.7%	1.0%	46.1%	8.3%	14.5%	16.6%	10.9%	1.6%
1989	167	85	2	18	1	70	12	26	16	22	2
PERCENT	66.3%	33.7%	--	10.9%	0.6%	42.4%	7.3%	15.8%	9.7%	13.3%	--

* Due to multiple responses per plant, total may not agree with number of "yes" responses.

N/R – No Response.

** Does not include Region XIII.

OVERTIME STATISTICS – SHIFT SUPERVISORS (CONT'D)

REGION	METHOD OF OVERTIME PAYMENT *						
	Straight Time	Time and a Half	Straight Time/Time and a Half	Time and a Half/Double Time	Percent of Salary	Other	N/R
I		10		1			
II		1		2			
III	6	15		5			
IV	6	18	1			1	1
V	6	39		8	1	3	
VI		10		1		1	
VII	2	8		3		2	
VIII	2	6		2			
IX	1	1					
X		10		1			
XI	1	4		1			
XII		15		4			
XIII		1				1	
NATIONAL**	24	137	1	28	1	7	1
PERCENT	12.4%	71.0%	0.5%	14.5%	0.5%	3.6%	0.5%
1989	18	115	4	18	3	6	3
PERCENT	11.0%	70.1%	2.4%	11.0%	1.8%	3.7%	--

* Due to multiple responses per plant, total may not agree with number of "yes" responses. N/R - No Response.

** Does not include Region XIII.

OTHER COMPENSATION POLICIES

REGION	PIECE WORK PAY						PAID LUNCH PERIOD							
	MOLDERS			FINISHERS			Yes	No	N/R	LENGTH OF PAID LUNCH PERIOD (MINUTES)				
	Yes	No	N/R	Yes	No	N/R				1-15	16-20	21-29	30 & Up	N/R
I		13		1	11	1	12	1			7		4	1
II		5			4	1	2	3					2	
III		29	4		28	5	18	14	1	2	7	1	8	
IV		36	7		36	7	27	15	1	6	12		9	
V	2	71	5	1	71	6	44	33	1	5	24	1	14	
VI		13	3		13	3	11	4	1		6		5	
VII		22	2		22	2	10	14		2	5		3	
VIII		19	1		19	1	9	11			3	1	5	
IX		4	1		4	1	2	3					2	
X		15			14	1	4	11			1		3	
XI		9			9		3	6			2		1	
XII	1	22			22	1	5	18		1			4	
XIII	1	1		1	1		1	1			1			
NATIONAL**	3	258	23	2	253	29	147	133	4	16	67	3	60	1
PERCENT	1.1%	98.9%	--	0.8%	99.2%	--	52.5%	47.5%	--	10.9%	45.6%	2.0%	40.8%	0.7%
1989	5	224	28	1	220	33	132	117	5	17	69	2	42	2
PERCENT	2.2%	97.8%	--	0.5%	99.5%	--	53.0%	47.0%	--	13.1%	53.1%	1.5%	32.3%	--

** Does not include Region XIII.

N/R - No Response.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION									NATIONAL
		I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	
MOLDING JOBS (1 - 10)											
1. Foreman (Compression, Working)	1990	D	12.12	D	9.98	12.37	D		D	12.62	8.85
	1989	D	D		10.16		7.48	D	D	13.25	10.20
2. Foreman (Injection, Working)	1990	9.15	12.49	8.25	9.58	11.94	10.81	8.15	12.68	13.55	10.52
	1989	6.17	12.30	8.34	8.63	12.54	10.43	7.55	9.84	11.75	9.47
3. Foreman (Blow Molding, Working)	1990			D	D	D		D		D	11.35
	1989			D			D			D	9.42
4. Set-Up Man - Troubleshooter	1990	9.71	8.75	8.23	9.46	9.17	9.02	7.75	11.13	10.92	9.36
	1989	9.66	9.18	7.83	9.36	8.73	8.63	7.86	9.35	9.45	8.97
5. Compression Transfer Molding Op.	1990	D	D	D	7.10		D			8.41	7.15
	1989		D	D	8.52		6.10	6.15	D	6.85	7.75
6. Compression Preform Molding Op.	1990		8.78		6.25	D		D	D	D	7.63
	1989	D			8.68		D	D		D	8.32
7. Injection Molding Operator	1990	7.09	6.72	5.94	7.41	6.10	5.81	5.67	7.06	6.03	6.57
	1989	6.87	6.36	4.94	6.87	5.78	5.73	4.69	5.73	5.37	5.91
8. Blow Molding Operator	1990		D	D	5.77	D	D	D		D	6.19
	1989	D	D	D	6.98		D		D		7.60
9. Material Man	1990	D	8.41	6.26	8.30	D	7.03	5.88	8.02	9.08	7.44
	1989	D	8.54	6.14	7.85	7.10	6.56	4.39	6.30	6.42	6.94
10. Floor Man	1990	7.75	7.57	6.18	7.63	6.37	6.43	5.21	8.13	6.25	6.89
	1989	6.54	9.18	5.85	7.38	6.37	5.94	D	5.98	7.15	6.60

D - Insufficient data; minimum of 3 reporting companies required.

National figures include all responses for Regions I - XII.
Region XIII is not included due to insufficient participation.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION									NATIONAL
		I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	
EXTRUSION JOBS (11 - 14)											
11. Foreman (Working)	1990	D	11.31	9.22	10.73	10.46	12.57	D	D	D	10.75
	1989	D	11.63	10.12	13.67	D		12.94	11.97	D	12.15
12. Set-Up Man - Troubleshooter	1990	D	11.45	D	9.20	D	10.83		D		10.10
	1989	D	11.27	8.39	9.86		D	D	D	D	9.36
13. Extrusion Operator	1990	7.57	9.43	8.65	10.00	8.53	9.42	8.10	8.55	D	9.28
	1989	D	8.93	8.55	9.61	D	D	7.63	8.67	8.22	8.82
14. Material Man	1990	D	8.57	7.55	8.93		8.05	D	D	D	8.06
	1989	D	7.33	8.37	7.69	D	8.29	6.63	6.81	D	7.48
REINFORCED PLASTIC JOBS (15 - 21)											
15. Foreman (Working)	1990		D	D	9.35			D	12.98	11.75	11.18
	1989	D	11.16	9.07	9.11			9.14	D		9.93
16. Set-Up Man - Troubleshooter	1990			D	D			D	D	D	9.47
	1989	D		7.81	8.97	D		D	D		8.48
17. Reinforced Plastics Operator	1990		11.06	D	8.68			D	D	7.01	8.24
	1989	D	7.54	D	8.73			8.50	D	D	8.25
18. Reinforced Plastics Preform Op.	1990				D						7.25
	1989		D		D			D		D	8.10
19. Reinforced Plastics Fabricator	1990		7.34	8.40	7.64			D	9.32	D	7.68
	1989		7.52	6.35	7.54			D	D		7.53
20. Reinforced Plastics Pultruder Op.	1990		D	8.05	D			D			8.69
	1989		D	6.31	6.94	D		D		D	7.37
21. Reinforced Plastics Fil. Winder Op.	1990		9.12	D	D			D	9.84		8.73
	1989		D	8.28	D			7.69	D	D	8.05

D - Insufficient data; minimum of 3 reporting companies required.

National figures include all responses for Regions I - XII.
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WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION									NATIONAL
		I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	
THERMOFORMING JOBS (22 - 25)											
22. Foreman (Working)	1990	D		9.87	11.45	D	D	D	D	12.02	11.16
	1989	D	D	D	10.13		D	D	9.11	D	9.60
23. Set-Up Man - Troubleshooter	1990	D	9.87	8.52	9.71	D	D	D	10.50	8.52	9.56
	1989	D	9.87	D	9.85	D	D	D	7.63	D	9.44
24. Thermoforming Press Operator	1990		D	8.65	9.09	D	D	D	7.82	7.62	8.76
	1989	D	8.86	8.28	8.34	D	D	D	7.39	D	8.17
25. Inspector/Packer	1990	D	8.12	7.21	7.07	D			D	7.12	7.07
	1989	D	7.30	7.13	6.75	D	D		6.13	7.12	6.69
EPS FOAM JOBS (26-28)											
26. Foam Shop Operator	1990	D		D	D	D	D	6.43	D	8.32	7.75
	1989		D	6.81	D		D	D	D	6.53	7.12
27. Mold Operator	1990	D	D	6.14	7.35	D	D	7.70	D	7.19	6.73
	1989			5.61	5.75		D	D		D	6.37
28. Material Man	1990		D	D		D		8.08		D	7.22
	1989		D	D	D		D	D		D	5.50
FINISHING JOBS (29-34)											
29. Foreman (Working)	1990	D	12.75	9.31	8.59	D	D	D	8.75	11.80	9.69
	1989	D	D	D	9.43	D	D	D	D	12.63	9.88
30. Finisher - General	1990	D	8.42	6.75	7.30	D	7.26	6.18	7.57	6.79	7.24
	1989	6.57	7.67	5.61	7.64	7.20	7.34	5.93	7.13	6.43	7.26
31. Painter and Sprayer	1990	D	8.26	7.68	8.48			7.82	D	8.25	8.58
	1989	D	D	D	8.22	D	D	D		D	7.80

D - Insufficient data; minimum of 3 reporting companies required.

National figures include all responses for Regions I - XII.
Region XIII is not included due to insufficient participation.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION									NATIONAL
		I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	
FINISHING JOBS (Continued)											
32. Buffing Operator	1990			D	D			D		D	7.47
	1989				D			D	D		7.08
33. Tumbling Operator	1990		D	7.75	8.55	D	D			D	8.29
	1989			D	D			D			5.63
34. Set-Up Man - Troubleshooter	1990	8.97	D	9.13	9.60		D	7.25		D	9.49
	1989	D		D	9.24		D	D	D	D	8.94
FABRICATION JOBS (35-37)											
35. Machine Operator	1990	7.08	9.26	6.23	8.79		7.90	D	7.73	8.13	8.48
	1989	6.00	7.98	D	8.25		D	7.94	D	D	7.87
36. Assembler	1990	D	7.20	7.52	7.86	D	7.43	D	7.38	D	7.53
	1989	D	6.48	5.66	5.62		6.19	7.40	6.52	D	6.24
37. Material Man	1990		6.61	D	8.15				D		7.17
	1989		D	5.69	D		D		D	D	7.48
INSPECTION JOBS (38-39)											
38. Chief Inspector	1990	9.37	10.48	6.93	9.58	11.66	10.69	8.25	10.98	11.68	9.00
	1989	10.65	10.97	9.08	9.98	8.51	7.08	9.15	9.65	13.08	9.61
39. Inspector	1990	7.27	8.55	7.06	8.39	7.80	8.39	7.10	7.76	9.28	7.93
	1989	7.38	7.85	7.02	8.19	7.67	6.97	6.93	7.90	9.30	7.66

D - Insufficient data; minimum of 3 reporting companies required.

National figures include all responses for Regions I - XII.
Region XIII is not included due to insufficient participation.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION									NATIONAL
		I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	
SHIPPING & RECEIVING JOBS (40-44)											
40. Foreman (Working)	1990	10.91	10.65	7.20	10.05	10.25	11.30	9.02	9.77	11.68	9.44
	1989	9.38	10.33	8.93	9.99	10.50	D	8.89	9.42	9.38	9.65
41. Shipper-Material Handler	1990	8.40	8.65	6.84	8.42	8.09	8.28	6.74	8.28	7.58	8.06
	1989	8.23	8.06	7.41	8.46	7.81	7.58	6.61	7.34	8.89	7.88
42. Packer	1990	7.75	6.52	7.79	7.79	D	7.81	6.75	6.60	5.89	7.16
	1989	6.88	7.05	5.90	7.13	7.90		6.29	7.13	6.11	6.70
43. Truck Operator	1990	11.03	8.97	7.70	8.96	D	9.83	6.35	10.61	8.91	9.06
	1989	D	8.39	7.57	8.10	6.75	8.30	7.18	7.75	8.92	8.01
44. Clerk	1990		8.67	7.33	8.15	D	8.55	7.22	8.58	10.25	8.12
	1989		7.38	7.55	8.58	D	7.61	6.90	D	8.50	8.08
MAINTENANCE JOBS (45-48)											
45. Foreman (Working)	1990	12.00	13.90	11.54	12.37	14.15	13.35	11.71	13.62	14.82	12.76
	1989	13.45	12.14	11.79	12.15	D	11.75	11.92	13.92	13.75	12.41
46. Mechanic	1990	10.51	11.06	9.79	10.73	11.03	10.50	9.98	12.90	11.81	10.65
	1989	10.94	9.54	9.69	10.15	10.99	9.86	9.84	11.37	12.02	10.17
47. Electrician	1990	D	12.75	10.26	10.75	13.91	10.75	10.40	11.13	D	11.10
	1989	D	12.39	10.88	11.56		11.42	11.04	12.75	12.38	11.50
48. Helper - Trainee	1990	D	9.02	7.70	9.70	9.59	7.33	6.43	9.44	8.35	8.69
	1989	D	6.16	6.08	8.37	7.65	6.9[illegible]	7.75	6.45	7.56	7.29

D - Insufficient data; minimum of 3 reporting companies required.

National figures include all responses for Regions I - XII.
Region XIII is not included due to insufficient participation.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION									NATIONAL
		I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	
TOOL ROOM JOBS (49-55)											
49. Foreman (Working)	1990	D	15.96	13.30	13.18	D	13.41	D	D	D	14.31
	1989	14.38	17.40	12.33	13.10	D	D	D	15.25	D	14.11
50. Mold/Die Designer	1990		D	10.50	13.07	D	D		14.65	19.46	13.82
	1989	D	14.25	D	13.69	D	D		13.58	D	13.62
51. Mold Maker/Lead Man	1990	D	14.50	10.91	15.88	D	12.52	14.08	14.66	19.21	14.81
	1989		D	D	14.88	D	D		D		14.55
52. Mold Maker	1990	14.00	D	11.81	14.03	11.11	14.66	13.54	13.70	18.10	14.07
	1989	D	13.79	10.77	12.94	D	11.54	12.34	14.45	17.81	13.36
53. Mold Repair Man	1990		13.68	10.96	10.82	13.87	D	10.28	D	13.26	12.14
	1989	D	D	10.39	10.11	13.78	13.07	D	12.55	15.67	12.04
54. Machinist	1990	12.02	12.31	10.30	11.52	D	10.38	10.67	14.15	17.05	11.78
	1989	11.89	11.54	10.62	10.64		9.81	10.78	D	14.07	11.19
55. Apprentice	1990	D	7.71	7.17	8.50	D	7.50	7.21	D	8.17	8.04
	1989	D	7.83	8.25	8.92	7.57	7.63	6.63	8.25	D	8.31
MISCELLANEOUS JOBS (56-57)											
56. General Hand, Labor Trainee	1990	D	6.38	6.87	7.56	D	7.02	6.27	7.15	6.84	6.99
	1989	D	6.75	6.37	6.68	D	6.36	6.55	6.27	8.33	6.44
57. Porter-Janitor	1990	7.00	6.73	6.45	7.13	D	6.50	5.84	7.43	7.05	6.91
	1989	6.50	6.07	5.92	7.38	6.75	6.44	5.53	6.44	6.63	6.75
ALL POSITIONS	1990	7.81	8.63	7.25	8.32	7.60	7.92	7.01	8.63	8.44	8.07
	1989	7.74	8.30	7.01	8.18	7.26	7.36	7.23	7.71	8.17	7.75

D - Insufficient data; minimum of 3 reporting companies required.

National figures include all responses for Regions I - XII.
Region XIII is not included due to insufficient participation.

WEIGHTED AVERAGE MONTHLY BASE SALARY
FOR FIRST LINE SUPERVISOR POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION									NATIONAL
		I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	
1. Compression	1990	2,578	2,766	2,304	2,238		2,025	D	D	D	2,333
	1989		D	D	2,096	D	D	D		D	2,099
2. Injection	1990	2,364	2,408	2,215	2,328	2,925	2,235	2,237	2,621	3,175	2,356
	1989	2,314	2,600	2,156	2,262	2,410	2,061	2,007	2,218	2,913	2,236
3. Blow Molding	1990		D	D		D		D		D	2,178
	1989	D	D	D	D		D			D	2,683
4. Extrusion	1990	D	2,653	2,481	2,556	2,405	2,680	2,016	2,607	D	2,529
	1989	D	2,535	2,304	2,430		D	1,819	2,750	D	2,355
5. Reinforced	1990		2,627	D	2,521			D	D	D	2,491
	1989	D	2,240	2,219	2,363	D		2,525		2,717	2,444
6. Thermoforming	1990	D	2,527	2,743	2,512	D	D	D	D	3,094	2,585
	1989	D	2,500	2,575	2,497	D	D	D	D	3,181	2,554
7. EPS Foam	1990	D	D	D	2,182	D		D	D	2,400	2,276
	1989			D	2,356		D	D	D	D	2,282
8. Finishing	1990	D	2,155	2,000	2,192		D	D	D		2,263
	1989	D	D	D	2,209		2,275	D	D		2,186
9. Fabrication	1990		2,616	2,450	2,700	D	D	2,025	1,831	D	2,364
	1989		D	2,050	2,480			2,400	D	D	2,332

D - Insufficient data; minimum of 3 reporting companies required.

National figures include all responses for Regions I - XII.
Region XIII is not included due to insufficient participation.

WEIGHTED AVERAGE MONTHLY BASE SALARY FOR FIRST LINE SUPERVISOR POSITIONS BY REGION (DOLLARS) (Continued)

JOB CLASSIFICATION		REGION									NATIONAL
		I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	
10. Inspection	1990	D	2,653	2,314	2,364	D	2,756	2,372	2,520	2,910	2,445
	1989	D	2,525	2,041	2,200	D	2,269	1,944	2,088	D	2,167
11. Shipping and Receiving	1990	D	2,453	2,319	2,191	2,575	2,020	2,231	2,637	2,425	2,276
	1989	D	2,125	2,341	2,121	2,270	1,870	2,234	1,900	2,800	2,163
12. Maintenance	1990	D	2,982	2,790	2,780	2,817	2,775	2,642	2,950	3,050	2,819
	1989		2,693	2,667	2,584	3,133	2,733	2,696	2,443	3,200	2,680
13. Tool Room	1990	D	2,950	2,705	2,914	D	2,730	2,350	D	3,200	2,897
	1989	D	2,964	2,663	2,574	2,991	2,850	2,379	3,013	3,200	2,777
ALL POSITIONS	1990	2,354	2,600	2,403	2,420	2,621	2,427	2,280	2,576	2,873	2,464
	1989	2,480	2,514	2,289	2,314	2,604	2,227	2,213	2,319	2,870	2,357

D – Insufficient data; minimum of 3 reporting companies required.

National figures include all responses for Regions I – XII.
Region XIII is not included due to insufficient participation.

Appendix A
Participant List

ABT Inc.
Troutman, NC

Acadia Polymers, Inc.
Marion, NY

Accurate Molded Plastics
Coeur d'Alene, ID

Acro Extrusion Corp.
Wilmington, DE

Admo, Inc.
Schaumburg, IL

Advanced Custom Molders, Inc.
Georgetown, TX

Alamo Foam, Inc.
San Antonio, TX

Allen Extruders, Inc.
Holland, MI

Allfoam Industries, Inc.
Elmhurst, IL

Allied Industries, Inc.
Rogers, MN

Allied Signal Inc.
Hoosick Falls, NY

Alucobond Technologies, Inc.
Benton, KY

Aluma Shield Industries, Inc.
Daytona Beach, FL

American Filtrona Corp.
Richmond, VA

Amex Packaging, Limited
Mooresville, NC

Anaheim Custom Extruders, Inc.
Anaheim, CA

Anchor Tool & Plastics, Inc.
Minneapolis, MN

An-Cor Industrial Plastics, Inc.
N. Tonawanda, NY

Arctic Seal
Jesup, IA

Astrofoam Molding Co., Inc.
Chatsworth, CA

Ball Corporation
Unimark Plastics
Greenville, SC

Bangor Plastics, Inc.
Bangor, MI

Baron Industries, Inc.
Denver, CO

Bauer Corp.
Wooster, OH

Bedford Industries, Inc.
Worthington, MN

Bemis Manufacturing Co.
Sheboygan Falls, WI

Big Valley Plastics, Inc.
Sumner, WA

Bird Vinyl Products Inc.
Bardstown, KY

Bristol Fiberlite Industries
Sanata Ana, CA

Bunnell/Dixon
Bunnell Plastics, Inc.
Mickleton, NJ

Busada Manufacturing Corp.
Louisa, VA

Cacoosing Industries, Inc.
Sinking Springs, PA

Cashiers Struc. Foam
Cashiers, NC

Central Coating Co., Inc.
Madera, CA

CertainTeed Corporation
Valley Forge, PA

Chelsea Building Products
Oakmont, PA

ChemRex Inc.
Commerce City, CO

Chili Plastics, Inc.
Rochester, NY

Churchill Container
Shawnee, KS

Cincinnati Foam Products, Inc.
Cincinnati, OH

Clearplass Containers, Inc.
Lyons, NY

Coastal Engineered Products
Varnville, SC

Colt's Plastics Co., Inc.
Dayville, CT

Colvin-Friedman Co.
Springfield, NJ

Commercial Polymers, Inc.
Denver, CO

Compositech Ltd.
Hauppauge, NY

Crane Plastics Company
Columbus, OH

Creative Forming
Ripon, WI

Crescent Plastics, Inc.
Evansville, IN

Criterion Plastics, Inc.
Kingsville, TX

Crosby Mfg. Co.
Crosby, MN

Crosslink Technology, Inc.
Toronto, Ontario, Canada

Custom-Pac Extrusions Inc.
Chagrin Falls, OH

Custom Pack, Inc.
Malvern, PA

Cyanede Plastics, Inc.
Henderson, KY

Davis Core & Pad Company
Cave Spring, GA

Dickmont Plastics Corp.
Stamford, CT

Dickten & Masch Manufacturing
Nashotah, WI

DTM Products, Inc.
Boulder, CO

Walter Drake, Inc.
Holyoke, MA

The Duriron Company, Inc.
Springboro, OH

Econo-Blast Ltd., Inc.
St. Petersburg, FL

Edlon Products, Inc.
Avondale, PA

EFP Corporation
Elkhart, IN

EGC Corp.
Houston, TX

Enduro Fiberglass Division
Houston, TX

Engineered Custom Plastics Corp.
Easley, SC

Engineering Plastics, Inc.
Westboro, MA

Epsilon Foam Corp.
Azusa, CA

Ershigs, Inc.
Bellingham, WA

ESSEF Corporation
Daytona Beach, FL

Evart Products Co.
Evart, MI

Fabri-Kal Corp.
Kalamazoo, MI

Federal Molding Company
Sanford, NC

Fibergrate Corp.
Dallas, TX

Fibernetics
Compton, CA

Filmaster, Inc.
Fairfield, NJ

Fleck Co., Inc.
Auburn, WA

Fleetwood Enterprises, Inc.
Fontana, CA

Foam Molding Co. of Arkansas
Rogers, AR

Foam Plastics of New England
Prospect, CT

Foamold Corporation
Oneida, NY

Form Pac Corp.
Sandusky, OH

Gage Industries, Inc.
Lake Oswego, OR

Geiger Plastics Inc.
Gardena, CA

The General Industries Co.
Elyria, OH

M.C. Gill Corp.
El Monte, CA

Gold Bond Building Products
Charlotte, NC

GR Technical Service
Mountainside, NJ

Grohen Tool & Die Co., Inc.
San Leandro, CA

Harvel Plastics, Inc.
Easton, PA

Hasbrouck Plastics, Inc.
Lakeview, NY

Haysite Reinforced Plastics
Erie, PA

Heartland Building Products
Booneville, MS

Heritage Mold Inc.
Rockford, IL

Hoffer Plastics Corporation
South Elgin, IL

Hughes Plastics, Inc.
St. Joseph, MI

Hughes Supply Inc.
Orlando, FL

Huron Plastics Group, Inc.
St. Clair, MI

IKG Industries
Clark, NJ

Industrial Plastic Products
Miami Lakes, FL

Innovative Plastics Corp.
Orangeburg, NY

Insulated Roofing Contractors
Louisville, KY

Intermetro Industries Corp.
Fostoria, OH

Jaco Manufacturing Co.
Berea, OH

James River Handi-Kup
Madera, CA

S.C. Johnson Wax
Racine, WI

Jones & Hunt, Inc.
Orwigsburg, PA

Kamco Plastics, Inc.
Schaumburg, IL

Kaysam Corp. of America
Paterson, NJ

The KIPPGROUP
Ontario, CA

Klockner-Pentaplast of America
Gordonsville, VA

Koller Craft Plastic Prod. Div.
Fenton, MO

William Kreysler & Associates
Penngrove, CA

Kurz-Kasch, Inc.
Dayton, OH

LexaLite International Corp.
Charlevoix, MI

LexFoam Manufacturing, Inc.
Lexington, KY

Liberty Polyglas, Inc.
West Mifflin, PA

Livingstone Coating Corp.
Charlotte, NC

Loomis Plastics Corporation
Seattle, WA

Mack Molding Co.
Arlington, VT

Mankato Corporation
Mankato, MN

Maryland Plastics, Inc.
Federalsburg, MD

Master Containers, Inc.
Mulberry, FL

Master Industries, Inc.
Ansonia, OH

Master Shield Inc.
Weatherford, TX

Matrix Applications Company
Pasco, WA

Menasha Corporation/MPD
Watertown, WI

Michigan Plastic Products Co.
Grand Haven, MI

Miles Fiberglass & Plastics
Oregon City, OR

Model + Instrument
Seattle, WA

Molded Container Corp.
Portland, OR

Morrison Molded Fiber Glass
Bristol, VA

MXL Industries Inc.
Lancaster, PA

National Plastics Corporation
Fort Wayne, IN

Nicholas Plastics, Inc.
Grand Rapids, MI

Northwest Foam Products, Inc.
Twin Falls, ID

Norton
Wayne, NJ

Nova Group, Inc.
Napa, CA

NVF Company
Willow Grove, PA

Pacific Allied Products, Ltd.
Ewa Beach, HI

Pacific Molded Foam
Downey, CA

Pacific Plastic Technology, Inc.
S. El Monte, CA

Packaging Industries Group
Hyannis, MA

Packer Plastics, Inc.
Lawrence, KS

Pakway Container Corp.
Indianapolis, IN

P.C. Plastics, Inc.
Elk Grove, IL

Peerless Molded Plastics, Inc.
Toledo, OH

Pelican Products, Inc.
Torrance, CA

Penda Corp.
Portage, WI

Performance Plastics Products
Houston, TX

PEXCO, Inc.
Northborough, MA

Placon Corporation
Madison, WI

Plastic Concept, Inc.
Huntington Beach, CA

Plastic Craft, Inc.
Minneapolis, MN

Plastic Engineering Corp.
New Berlin, WI

Plastic Enterprises Co., Inc.
Independence, MO

Plastic Industries, Inc.
Athens, TN

Plastic Ingenuity Inc.
Cross Plains, WI

The Plastic Moldings Corp.
Cincinnati, OH

Plastic Products Company
Lindstrom, MN

Plastics Development Inc.
Milwaukie, OR

Poly Foam Inc.
Lester Prairie, MN

Polydyne, Inc.
Waukesha, WI

Polytainers Inc.
Toronto, Ontario, Canada

Powerfoam Insulation
Midlothian, TX

Precision Southeast, Inc.
Myrtle Beach, SC

Premix, Inc.
Ashtabula, OH

Prent Corporation
Janesville, WI

Progress Plastics, Inc.
Auburndale, FL

Progressive Plastics, Inc.
Cleveland, OH

Puget Corporation
Portland, OR

Rakar, Inc.
Oxnard, CA

Ray Products Co., Inc.
El Monte, CA

Reb Plastics, Inc.
Avon Lake, OH

Recto Molded Products, Inc.
Cincinnati, OH

Regal Plastics Co.
Kansas City, MO

L.W. Reinhold Plastics, Inc.
Los Angeles, CA

Resinold Engineering Corp.
Skokie, IL

Res-Tech Corp.
Clinton, MA

Rheem Container Corporation
Danbury, CT

Richmond Plastics Inc.
Richmond, VA

Robin II, Inc.
Markesan, WI

Romeo-Rim, Inc.
Romeo, MI

Ropak West
La Mirada, CA

Royce Plastic Molding Co., Inc.
Indianapolis, IN

R & R Plastics, Inc.
Swanton, OH

Samco Plastics Company
Watsonville, CA

Sandusky Plastics, Inc.
Sandusky, OH

Sauder Industries Ltd.
Richmond, British Columbia, Canada

Sealright Co., Inc.
Los Angeles, CA

Shuert Industries, Inc.
Sterling Hts., MI

Snow Corporation
Fort Worth, TX

Southern Plastic Mold, Inc.
Anaheim, CA

Specialty Plastics, Inc.
Baton Rouge, LA

Spencer Industries Inc.
Dale, IN

Spir-it, Inc.
Wakefield, MA

Steinwall, Inc.
Fridley, MN

Stonewill Plastics, Inc.
Mineola, NY

Styrex Industries, Inc.
High Point, NC

Sunbeam Plastics Corp.
Evansville, IN

Sundt Products, Inc.
Tucson, AZ

Sunset Plastics, Inc.
Anderson, CA

Superfos Packaging, Inc.
Cumberland, MD

Suratco Products Co.
Poynette, WI

Taral Plastic Container Co.
Union City, CA

Tasler Pallet & EPS
Webster City, IA

Techform, Inc.
Mt. Airy, NC

Tech-Way Industries, Inc.
Franklin, OH

Teleflex Fluoroplastics, Inc.
Jaffrey, NH

Tetra Plastics, Inc.
Chesterfield, MO

Textek Plastics, Inc.
San Antonio, TX

Thermal Industries, Inc.
Pittsburgh, PA

Thermoplastic Molders, Inc.
Oklahoma City, OK

Tietz & Baur Plastics Div.
Melrose Park, IL

Tool Chemical Co., Inc.
Ferndale, MI

Topper Plastics, Inc.
Covina, CA

Trans Plastics, Inc.
Conneaut, OH

Transparent Container Company
Berkeley, IL

Tri-Plas, Inc.
Ontario, CA

Tri-State Foam Products, Inc.
Martinsville, VA

UC Industries, Inc.
Parsippany, NJ

United Industries Co., Inc.
Bentonville, AR

United Southern Indust. Inc.
Forest City, NC

Van Leer Containers, Inc.
Chicago, IL

Van Norman Molding Co.
Bridgeview, IL

Variform, Inc.
Kearney, MO

Vaupell Industrial Plastics
Seattle, WA

Veri-Nu Products Corp.
S. El Monte, CA

Vermont Plastics, Inc.
Montpelier, VT

Viatec-Hastings Engineered Systems
Hastings, MI

Vinyl Plastics, Inc.
Sheboygan, WI

Vinyl Therm, Inc.
Minneapolis, MN

Wilden International Plastics
Montpelier, VT

Willow Plastics, Inc.
Geneva, IL

Winzen International, Inc.
San Antonio, TX

Wirsbo Company
Apple Valley, MN

Wisconsin Tool & Mold Co., Inc.
Friendship, WI

Witt Plastics, Inc.
Greenville, OH

Lawrence Wittman & Co., Inc.
Copiague, NY

Woodland Molded Plastics Corp.
Broadview, IL

Zehrco Plastics, Inc.
Ashtabula, OH

APPENDIX B

The Society of the Plastics Industry, Inc.

ANNUAL LABOR SURVEY

LABOR SURVEY NO. 52 (1990)
PLASTICS PROCESSING COMPANIES

Sponsored By:
Financial Management Committee

Company Code _____
Plant Location (City, State) _____
Name _____
Phone _____

EFFECTIVE DATE OF THIS SURVEY: SEPTEMBER, 1990

PART ONE - INSTRUCTIONS

GENERAL INSTRUCTIONS

1. Carefully study the Job Titles and Descriptions enclosed **BEFORE** attempting to complete this questionnaire. These descriptions are general by necessity since no standard now exists. There is wide variation in job responsibilities according to company size and type of business as well as between geographical locations. Please use your best judgement.

2. Analyze each of your jobs. Determine the principal and primary characteristics of each job upon which the wage rate(s) for that job were established. Report all employees whose characteristics match the job description according to wage paid.

3. Do not report any employee whose job is so unusual or non-standard in your company as to distort the reporting schedule. Do not report part-time employees or other temporary personnel.

4. Average Hourly Rate is the same as the straight time hourly rates (Base Rate) paid exclusive of premium pay for overtime, weekend work, holidays, shift differentials, and incentives. Do not include bonus payments that are NOT part of regular earnings; e.g., Christmas bonus. Regularly recurring bonuses, such as production bonuses, should be included.

5. **Part Three** - Report the number of salaried supervisors whose characteristics match the job title according to the **monthly base salary rate. Include all salaried first line supervisors paid weekly, semi-monthly or monthly. Exclude working foremen who are paid on an hourly basis.** If a supervisor is non-exempt (eligible for overtime), monthly earnings should reflect average salary including overtime earnings. Include supervisors who have combined shift and overall departmental responsibilities. Do not include general foremen having no shift responsibility. Do not include compensation, such as profit sharing, Christmas bonus, etc. that are NOT part of regular earnings.

HOW TO REPORT

Report the number of employees by plant for each job according to the nearest Hourly Rate as of **September, 1990 - the effective date of this survey.**

1. The horizontal lines crossing the vertical hourly rate columns are for inserting the number of employees being reported by the hourly rate paid for each job. Example: You pay five injection molding operators (job title row "7") $6.00 hourly and four injection molding operators $6.15 hourly. Insert the figure "9" in row "7" in column "4" ($6.00-$6.49). The same method applies to all jobs you report. Do not use check marks, X's or tally marks. Use Arabic (1,2,5,7, etc.) numerals only.

2. Add the number of employees vertically in each rate column and place the sum in the appropriate "total" box at the bottom of each page. Add the number of employees horizontally by job line and place the sum in the total column at the right of tabular form (last column). Cross-check your footings across and down to see that the totals are equal. Transfer the totals from the first page to the second page and add to get the grand total.

PREPARE SEPARATE QUESTIONNAIRES FOR EACH PLANT

Please complete a separate questionnaire for each establishment. An establishment (plant), for purposes of this survey, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

WHEN AND WHERE TO RETURN

All questionnaires should be returned to Ernst & Young by October 31, 1990 in the enclosed return envelope. If you have any questions regarding this survey contact Ms. Wendy Hyer at (202)862-6154 or Ms. Nona Hall at (202)862-6042.

CONFIDENTIALITY

All figures of individual companies will be held in strict confidence. Only participants will receive a complimentary copy of the final report.

ERNST & YOUNG
ASSOCIATION SERVICES GROUP
1225 CONNECTICUT AVENUE, N.W.
WASHINGTON, D.C. 20036
FAX - (202) 862-6200

Return no later than October 31, 1990

PART TWO - NUMBER OF HOURLY EMPLOYEES

Company Code _____ Plant Location (City, State) _____

PROCESS OR DEPARTMENT AND JOB TITLE	HOURLY RATE (DOLLARS)																																TOTAL
	Below $5.00	5.00 – 5.49	5.50 – 5.99	6.00 – 6.49	6.50 – 6.99	7.00 – 7.49	7.50 – 7.99	8.00 – 8.49	8.50 – 8.99	9.00 – 9.49	9.50 – 9.99	10.00 – 10.49	10.50 – 10.99	11.00 – 11.49	11.50 – 11.99	12.00 – 12.49	12.50 – 12.99	13.00 – 13.49	13.50 – 13.99	14.00 – 14.49	14.50 – 14.99	15.00 – 15.49	15.50 – 15.99	16.00 – 16.49	16.50 – 16.99	17.00 – 17.49	17.50 – 17.99	18.00 – 18.49	18.50 – 18.99	19.00 – 19.49	19.50 – 19.99	20.00 & Over	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	
MOLDING																																	
1. Foreman (compression, working)																																	
2. Foreman (injection, working)																																	
3. Foreman (blow-molding, working)																																	
4. Set up Man – Troubleshooter																																	
5. Compression Transfer Molding Operator																																	
6. Compression Preform Machine Operator																																	
7. Injection Molding Operator																																	
8. Blow-Molding Operator																																	
9. Material Man																																	
10. Floor Man																																	
EXTRUSION																																	
11. Foreman (working)																																	
12. Set up Man – Troubleshooter																																	
13. Extrusion Operator																																	
14. Material Man																																	
REINFORCED PLASTICS																																	
15. Foreman (working)																																	
16. Set up Man – Troubleshooter																																	
17. Reinforced Plastics Operator																																	
18. Reinforced Plastics Preform Machine Operator																																	
19. Reinforced Plastics Fabricator																																	
20. Reinforced Plastics Pultruder Operator																																	
21. Reinforced Plastics Filament Winder Operator																																	
THERMOFORMING																																	
22. Foreman (working)																																	
23. Set up Man – Troubleshooter																																	
24. Thermoforming Press Operator																																	
25. Inspector/Packer																																	
EPS FOAM																																	
26. Foam Shop Operator																																	
27. Mold Operator																																	
28. Material Man																																	
FINISHING																																	
29. Foreman (working)																																	
30. Finisher – General																																	
TOTAL FIRST PAGE																																	

PART TWO - NUMBER OF HOURLY EMPLOYEES (CONTINUED)

Company Code _____ Plant Location (City, State) _____

PROCESS OR DEPARTMENT AND JOB TITLE	HOURLY RATE (DOLLARS)																																	TOTAL
	Below 5.00	5.00 - 5.49	5.50 - 5.99	6.00 - 6.49	6.50 - 6.99	7.00 - 7.49	7.50 - 7.99	8.00 - 8.49	8.50 - 8.99	9.00 - 9.49	9.50 - 9.99	10.00 - 10.49	10.50 - 10.99	11.00 - 11.49	11.50 - 11.99	12.00 - 12.49	12.50 - 12.99	13.00 - 13.49	13.50 - 13.99	14.00 - 14.49	14.50 - 14.99	15.00 - 15.49	15.50 - 15.99	16.00 - 16.49	16.50 - 16.99	17.00 - 17.49	17.50 - 17.99	18.00 - 18.49	18.50 - 18.99	19.00 - 19.49	19.50 - 19.99	20.00 & Over	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	
FINISHING (CON'T)																																	
31. Painter and Sprayer																																	
32. Buffing Operator																																	
33. Tumbling Operator																																	
34. Set up Man - Troubleshooter																																	
FABRICATION																																	
36. Machine Operator																																	
39. Assembler																																	
37. Material Man																																	
INSPECTION																																	
38. Chief Inspector (working)																																	
39. Inspector																																	
SHIPPING AND RECEIVING																																	
40. Foreman (working)																																	
41. Shipper-Material Handler																																	
42. Packer																																	
43. Truck Operator																																	
44. Clerk																																	
MAINTENANCE																																	
45. Foreman (working)																																	
46. Mechanic																																	
47. Electrician																																	
48. Helper - Trainee																																	
TOOL ROOM																																	
49. Foreman (working)																																	
50. Mold/Die Designer																																	
51. Mold Maker/Lead Man																																	
52. Mold Maker																																	
53. Mold Repair Man																																	
54. Machinist																																	
55. Apprentice																																	
MISCELLANEOUS																																	
56. General Hand, Labor Trainee																																	
57. Porter - Janitor, etc.																																	
TOTAL SECOND PAGE																																	
TOTAL FIRST PAGE																																	
GRAND TOTAL																																	

PART THREE - NUMBER OF SALARIED EMPLOYEES

Company Code _____ Plant Location (City, State) _____

FIRST LINE SUPERVISORS AND FOREMAN	MONTHLY BASE SALARY EXCLUDING OVERTIME																				TOTAL
	Below $1,400	1,400 - 1,499	1,500 - 1,599	1,600 - 1,699	1,700 - 1,799	1,800 - 1,899	1,900 - 1,999	2,000 - 2,099	2,100 - 2,199	2,200 - 2,299	2,300 - 2,399	2,400 - 2,499	2,500 - 2,599	2,600 - 2,699	2,700 - 2,799	2,800 - 2,899	2,900 - 2,999	3,000 - 3,099	3,100 - 3,199	3,200 - & Over	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
MOLDING																					
1. Compression																					
2. Injection																					
3. Blow Molding																					
OTHER																					
4. Extrusion																					
5. Reinforced																					
6. Thermoforming																					
7. EPS Foam																					
8. Finishing																					
9. Fabrication																					
10. Inspection																					
11. Shipping and Receiving																					
12. Maintenance																					
13. Tool Room																					
TOTAL																					

PART FOUR - BONUS AND OVERTIME INFORMATION

1A. Do you pay a Christmas or other bonus to salaried First Line Supervisors?

☐ Yes ☐ No

1B. If yes, on what basis is bonus paid?

A. ☐ Percent of Earnings
B. ☐ Length of Service
C. ☐ Company/Plant Profits
D. ☐ Employee Performance/Merit
E. ☐ Executive Judgment
F. ☐ Fixed Amount
G. ☐ Other (Describe)

_____
_____

2A. Do you pay overtime to Shift Supervisors?

☐ Yes ☐ No

2B. If yes, on what basis is overtime paid?

A. ☐ Over 8 hours a day
B. ☐ Over 10 hours a day
C. ☐ Over 40 hours a week
D. ☐ Over 45 hours a week
E. ☐ Over 8 hours a day/ 40 hours a week
F. ☐ Saturday and/or Sunday/holidays
G. ☐ Other (Describe)

_____
_____

2C. Rate of overtime payment?

A. ☐ Straight Time
B. ☐ Time and a Half
C. ☐ Straight Time/Time and a Half
D. ☐ Time and a Half/Double Time
E. ☐ Percent of Salary
F. ☐ Other (Describe)

_____
_____

3A. Do you pay a Christmas or other bonus to hourly employees?

☐ Yes ☐ No

3B. If yes, on what basis?

A. ☐ Percent of Earnings
B. ☐ Length of Service
C. ☐ Company/Plant Profits
D. ☐ Management Judgment
E. ☐ Fixed Amount
F. ☐ Other (Describe)

_____
_____

3C. If the bonus is a fixed amount, what is the equivalent pay?

A. ☐ Under 1 Week's Earnings
B. ☐ 1 Week's Earnings
C. ☐ 1 1/2 Weeks' Earnings
D. ☐ 2 Weeks' Earnings
E. ☐ Gift (Describe)

_____
_____

F. ☐ Other (Describe)

_____
_____

4. Do you pay piece work to molders?

☐ Yes ☐ No

5. Do you pay piece work to finishers?

☐ Yes ☐ No

6A. Does your company have a paid lunch period?

☐ Yes ☐ No

6B. If yes, how long in minutes?

_____ Minutes

PART FIVE - IDENTIFYING & COROLLARY INFORMATION

Please answer on the basis of your plastics operation only.

7. Number of hourly employees in this plant.

_____

8. Number of salaried employees in this plant.

_____

9. In what region is your plant located?

A. ☐ CT, ME, MA, RI, VT, and NH
B. ☐ NEW YORK CITY METRO AREA
C. ☐ DE, MD, NJ, NY, and PA
D. ☐ FL, GA, KY, MS, NC, SC, TN, VA, WV, and AL
E. ☐ IL, IN, MI, OH, and WI
F. ☐ CHICAGO METRO AREA
G. ☐ IA, KS, MN, MO, NE, ND, and SD
H. ☐ AR, LA, OK, and TX
I. ☐ AZ, CO, NM, UT, and NV
J. ☐ OR, WA, MT, WY, and ID
K. ☐ NORTHERN CA
L. ☐ SOUTHERN CA and HI
M. ☐ CANADA

10. Average number of hours this plant operates per week.

_____ Hours

11. Type of Processing / For purposes of special classification and more meaningful detail, please check the nature of your plastics processing business.

A. ☐ Blow Molding
B. ☐ Compression/Transfer Molding
C. ☐ Calendering
D. ☐ Casting
E. ☐ Coating
F. ☐ Extrusion
G. ☐ Fabricating
H. ☐ Injection Molding
I. ☐ Laminating
J. ☐ Reaction Injection Molding (RIM)
K. ☐ Reinforced
L. ☐ Rotational Molding
M. ☐ Thermoforming
N. ☐ Other (Describe)

_____
_____

12. Please list below or attach any job descriptions you think should be changed and/or included in future surveys along with any comments on improving the survey.

_____
_____
_____

APPENDIX C

The Society of the
Plastics Industries, Inc.

SPI

1275 K Street, N.W.
Washington, D.C. 20005
(202) 371-5293

JOB DESCRIPTIONS FOR PLASTICS MANUFACTURING PLANTS

These revised descriptions have been prepared under the direction of the SPI Financial Management Committee. They are provided to indicate examples of typical work requirements in plants engaged in blow molding, compression molding, injection molding, extrusion, and reinforced plastics. The job descriptions are not intended and should not be used to restrict an employee to only one category of work. These are composite job descriptions based on individual classifications received from many manufacturing plants. The qualifications of the individual for the jobs listed are not shown.

SEPTEMBER, 1990

Supercedes September 1989 Job Descriptions

MOLDING AND EXTRUSION

Corresponding Line Numbers

1, 2, 3, 11, 15, 22 & 29 **WORKING FOREMAN (Hourly Paid Supervisors, Compression, Injection, Blow-Molding, Reinforced Plastics, Thermoforming, and Finishing.)**
Supervises, instructs, directs and trains department personnel in the proper performance of their duties. Sets and adjusts operating conditions. Diagnoses and corrects problems in set-up and operation of equipment. Other duties might include routine equipment maintenance, giving relief and lunch breaks, supplying material, housekeeping and performing duties of lower department classifications, as required.

4, 12, 16 & 23 **SET UP MAN AND/OR TROUBLE SHOOTER**
Sets up molds in presses so that presses are ready for production when setup is completed. Removes mold and auxiliary equipment from press, sets next mold, locates and fastens on press, sets ejection, sets and adjusts to prescribed stroke, changing piping as required. Sets and adjusts machine controls. Sets up and prepares auxiliary equipment such as insert loaders, material loaders, shrink frames, pre-heaters, and finishing tools and checks operation of press. Operates under detailed instructions and specifications but requires considerable ingenuity to improvise and adapt when necessary. May instruct trainees who assist him in mold and equipment changes and setups.

Works closely with shift foreman and is capable of assuming temporary supervisory responsibilities in the absence of the foreman. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Sets and periodically adjusts machines operating conditions. May perform routine maintenance, give breaks, fill hoppers or set molds as required.

5, 7, 8 & 24 **MACHINE OPERATOR (Injection, Compression, Blow Molding, Thermoforming)**
Operates under close supervision of foreman in handling molded parts from a machine. Usual duties may include removing parts from the press, loading inserts in the mold, removing inserts from the part, inspecting, de-gating, grinding runners and inspecting parts, removing flash and performing a variety of minor finishing operations. May also pack finished parts, clean around press, fill hoppers and keep production and spoilage records.

In general, employee in an "Operator" classification will NOT make machine or mold adjustments.

6 **COMPRESSION PREFORM MACHINE OPERATOR**
Sets up and adjusts a variety of dies in automatic preform machines to produce pills of proper weight, hardness and dimension. Maintains preform machines by lubrication, cleaning and adjustment. Determines need for die repair. Adjusts dies and machines to maintain proper quality. Works under some supervision. Keeps production records.

10 **FLOOR MAN (Floor Boy)**
Handles raw materials in production departments. Moves resin and color to proper press, mixes colors, fills hoppers. Locates and sets up shipping container, labels and cartons. May weigh bulk packaged items, grind or otherwise dispose of rejected parts, give breaks or clean up around press. Also may keep inventory records, sample material for testing, and supply operators with necessary tools, gloves, fixtures etc. as needs dictate. In smaller plants may handle the receipt and orderly warehouse storage of raw materials.

9, 14, 28 & 37 **MATERIAL MAN**
In charge of all raw material warehousing. Sees that materials needed for daily production are set out in proper areas and available to production department. Mixes, blends or colors raw materials as required. Returns unused raw material to proper location in warehouse.

13 **EXTRUSION OPERATOR**
Sets up and operates dies, extrusion machines, and auxiliary equipment on any type of die with some supervision. Requires ability to vary prescribed operating conditions as necessary to produce quality parts. Works with a variety of extrusion materials. Changes and adjusts operating conditions such as heat, pressure, screw and conveyor speed, and cooling system to maintain proper quality. Fills hopper and lubricates and cleans machines. Keeps production records.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 52.

REINFORCED PLASTICS

Corresponding Line Numbers*

17 **REINFORCED PLASTICS OPERATOR**
Operates molds and equipment used in molding reinforced plastics. Prepares molding equipment for operation. May prepare reinforcing medium and resin for molding. Loads reinforcing medium and resin or premix charges of prescribed amount into molding equipment. Carries out prescribed molding cycles. Makes minor adjustments to equipment, charge and/or cycle to obtain a quality product. Unloads part from molding equipment. May also perform finishing operations such as trimming, sawing, sanding, drilling etc. Keeps production records.

18 **REINFORCED FIBERGLASS PREFORM MACHINE OPERATOR**
Operates preform machine after setups are completed. Loads materials into machine. Removes preforms from forming machines and transfers same to drying oven. May also operate automatic preform equipment with integral ovens. Checks weight and uniformity of preform periodically and makes adjustments to feed and spray mechanisms. Removes preforms from oven and inspects. Works under supervision. Keeps production records.

19 **REINFORCED PLASTICS FABRICATOR**
Fabricator operates a variety of small hand power tools to lay out and fabricate components and structures. May operate spray-up equipment in applying reinforcing material and resin to molds or alternately use hand lay-up techniques. Works from blueprints or follows prescribed procedures. May perform finishing operations.

20 **REINFORCED PLASTICS PULTRUDER OPERATOR**
Pultruder operator sets up and operates pultrusion machine which draws continuous glass strands through resin bath, gathering device and dielectric preheat unit, which provides heat throughout the operation, and then through a heated die to complete the cure of the desired shape. Operator cuts shape to desired lengths from the continuous process.

21 **REINFORCED PLASTICS FILAMENT WINDER OPERATOR**
Sets up and operates a filament winding machine in which continuous strands or bands of reinforcing material are drawn through a resin bath and wound on to a mandrel (mold) from a traversing carriage, which passes from end to end of the mandrel. Checks band lay-out and width during operation. Removes excess resin and air from resin with rollers, cures and cuts product to desired length.

THERMOFORMING

Corresponding Line Numbers*

25 **INSPECTOR/PACKER**
Inspects a variety of thermoformed plastics parts, refers questionable conditions to supervisors. Selects, counts, bulk packs, or wraps parts or assemblies and other materials.

EPS FOAM

Corresponding Line Numbers*

26 **FOAM SHOP OPERATOR**
Sets up and operates molding equipment, wire cutters, and all fabricating equipment. Responsible for all billet cutting.

27 **MOLD OPERATOR**
Sets up and operates pre-expanders and molds, establishes cycles, maintains records, and performs minor maintenance on machine. Responsible for producing and packing a quality part.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 52.

FINISHING

Corresponding Line Numbers*

30 **FINISHER-GENERAL**
Operates a variety of small hand and bench tools to remove flash, clean holes, polish edges, drill and tap holes, remove gates, etc. Performs a variety of simple hand operations such as painting, wiping, assembling, scraping, and filling. Equipment includes files, scrapers, drill presses, sanding machines, bench lathes, etc. Follows prescribed methods under supervision. Inspects and gauges parts as prescribed. Makes simple tool changes. May select, count, bulk pack, and wrap parts of assemblies. Keeps production records.

31 **PAINTER & SPRAYER**
Operates spray painting equipment in the coating of plastic parts with a variety of finishes. Adjusts air pressure and nozzle to provide proper quality. May operate with fixtures, jigs, and masks as required. Cleans equipment. Inspects work and changes operating conditions to maintain quality. Follows prescribed methods with some supervision. Keeps production records.

32 **BUFFING OPERATOR**
Performs polishing and buffing operations on a variety of molded parts to remove rough edges, file marks, scratches, etc. and to provide required finish. Makes up and changes wheels and applies proper compound. Follows specific instructions but uses care and some judgment to manipulate work to meet quality requirements. Operates under supervision. Keeps production records.

33 **TUMBLING OPERATOR**
Operates one or more tumbling barrels or wheelabrators to remove flash from molded parts. Loads parts and wood pegs, balls, sawdust and abrasive or polishing material into barrel. Operates barrels at prescribed speeds and for proper cycle. Removes parts, separating them from tumbling materials. Avoids mixing parts. Moves materials to and from tumbling area. Operates under detailed instructions. Keeps production records.

34 **SETUP MAN AND/OR TROUBLESHOOTER**
Sets up and adjusts a variety of finishing equipment such as multiple spindle drill presses, multiple unit drill presses, tapping heads, attachments and machines, lathes, sanding and polishing machines, shearing and punching equipment, painting, imprinting, and buffing and grinding equipment. Sets up for hand operations such as filing, sanding and scraping. Checks for quality, or sets up and adjusts a variety of paint spraying, coating, and printing equipment. Prepares paints and other coatings to cover various types of plastics. Maintains and cleans equipment. Requires knowledge of paints, lacquers, thinners, oils, and related materials. Requires ability to match colors. Checks for quality. May instruct operators in proper methods.

FABRICATION

Corresponding Line Numbers*

35 **MACHINE OPERATOR**
Operates such support equipment as punch press, rivetor, clincher, and drill press.

36 **ASSEMBLER**
Assembles components to produce production assemblies. May include some inspection bench work along with assembly.

INSPECTION

Corresponding Line Numbers*

38 **CHIEF INSPECTOR (Working)**
Responsible for the interpretation and enforcement of quality standards as established by the Standards Division. Directs and instructs the various inspectors assigned to the press and finishing sections. Analyzes complaints and rejections, determines the cause and initiates preventive measures, such as special inspection or, if necessary, stops production until corrective action has taken place. Responsible for special gauges and assists in the design of same. Instructs personnel in the gauges proper use. Checks inter-plant rejects, die inspection reports and approves the acceptance of all inserts and accessories. Prepares statistical reports of the mold and subsequent operations.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 52.

39 **INSPECTOR**
Inspects and gauges a variety of molded, finished and assembled plastic parts. Checks for and diagnoses defects such as blisters, cracks, defective finish, excessive flash, missing or displaced inserts. Inspects and gauges finished parts for proper drilling and tapping, deflashing, polishing, assembling, and machining. May perform 100% inspection or statistical sampling as directed. Follows prescribed methods and utilizes equipment as directed. Refers questionable conditions to supervisors but works with a minimum of supervision. May perform finishing operations to correct rejected parts.

SHIPPING AND RECEIVING

Corresponding Line Numbers*

40 **FOREMAN (Working)**
Exercises overall supervision over operation of department to ship and receive materials and products. Responsible for receiving, checking and recording all incoming shipments. Responsible for proper and safe packing, economical and efficient routing, proper marking of shipments, preparation and inclusion of necessary packing slips and bills of lading. Responsible for working conditions, discipline, and morale in his department. Interprets and administers management policies and decisions. Responsible for accurate records.

41 **SHIPPER-MATERIAL HANDLER**
Moves raw materials and molded parts and packing materials to prescribed departments and locations. Uses hand and power trucks, hoists and other equipment. Loads and unloads trucks or freight cars. He may count, weigh and record when necessary.

42 **PACKER**
Selects, counts, bulk packs, or wraps parts or assemblies and other materials. Makes up cartons, seals and marks, and inserts protective packing material. Trucks parts and packed cartons. Attaches and inserts packing slips, bills of lading, and postage, as necessary. Wraps and crates shipments. May unpack and handle incoming shipments. Verifies shipments and receiving against packing slips and bills of lading. Keeps accurate production records.

43 **TRUCK OPERATOR**
Operates truck to transport raw materials, finished parts, and other materials between plants, warehouses, freight stations and other designated places. Loads and unloads truck. Prepares and checks necessary receipts, records and reports. Observes necessary safety precautions. May make minor repairs and perform minor maintenance on truck and other equipment.

44 **CLERK**
Receives, checks, counts, and weighs incoming materials and then compares packing slips and bills of lading with purchase orders and requisitions. Records all incoming materials, reports shortages and damages, routes materials and papers to proper destination, and checks and records outgoing shipments. Prepares and uses proper packing slips and bills of lading. Addresses and routes shipments as directed. Maintains shipping and receiving records.

MAINTENANCE

Corresponding Line Numbers*

45 **FOREMAN (Working)**
Exercises overall supervision over operation of department to maintain buildings and equipment in satisfactory condition, and makes repairs as necessary. Plans and operates preventive maintenance program. Responsible for plant utilities and power plant. Provides janitor service. May act as plant safety coordinator. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

46 **MECHANIC**
Keeps machinery, equipment and plant structure in operating condition. Maintains and installs piping, fittings, valves, gauges, traps, and all types of controls for high and low pressure hydraulic systems and steam and air lines. Performs carpentry and sheet metal work in fabricating and repairing benches, guards, boxes, trays, partitions, etc. Prepares locations and foundations. Lubricates machines and equipment and performs other plant maintenance work as required. Works under supervision.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 52.

47 **ELECTRICIAN**
Installs, maintains, repairs and adjusts a variety of electrical equipment such as motors, lighting circuits, power lines, fixtures, switches and controls. Performs routine maintenance and repairs on high frequency preheaters. Diagnoses and corrects difficulties to minimize production interruptions. Operates under supervision.

TOOL ROOM

Corresponding Line Numbers*

49 **FOREMAN (Working)**
Exercises overall supervision over operation of department to construct, alter, maintain and repair molds, dies, jigs, fixtures, tools and other equipment. Plans work of department to meet production schedules. Controls quality of work in Tool Room and indirectly in production departments. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

54 **MACHINIST**
Operates such equipment as lathes, grinders, milling machines, radial drill presses, shapers and planers.

MISCELLANEOUS

Corresponding Line Numbers*

40 & 56 **GENERAL HAND, LABOR TRAINEE, HELPER-TRAINEE**
Can be assigned to perform any task in manufacturing shop activities not covered by skilled classification; helper assigned to classified employee. Classified as General Labor or Trainee in Union Contract.

57 **PORTER-JANITOR, etc.**
Cleans, sweeps, scrubs, mops, and dusts factory areas and offices. Keeps rest rooms in order. Washes windows, sweeps sidewalks, shovels snow, cuts grass, and maintains grounds. Removes scrap, waste material and performs other miscellaneous tasks. Works under specified routine or explicit direction.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 52.

THE SOCIETY OF THE PLASTICS INDUSTRY
1275 K STREET, N.W., WASHINGTON, D.C. 20005